# ORDER.

Bangalore, dated 6th January 1967.

**S. O. 136.**—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of the Mysore Commercial Union Limited, Yeswantapur, P.O., Bangalore-22, on the points noted below :

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Industrial Tribunal at Bangalore.

## Points of Dispute.

"Are the workmen of the Mysore Commercial Union Limited, Yeswantapur, Bangalore-22 justified in preferring the following demands :—

(1) The wage structure be revised as follows and the workmen fitted into the new scales as stated below :—

The wage structure shall be as follows :—

| | |
|---|---|
| (i) Unskilled | Rs. 1-75-15 p.-1-90-20 p-2-90 |
| (ii) Semi-skilled | (a) Rs. 1.75-25p-3-00-30 ps.-4-50 |
| | (b) Rs. 1.50-20p-2-50-25p-3-75. |
| (iii) Skilled | (a) 5.00-50p-7.50-60p.-10-50 |
| | (b) 3-50 35p-5-25-40p-7.25 |
| | (c) 3-00-30p-4.50-35p-6.25 |
| (iv) Highly skilled : | Rs. 7.00-60p-10-00-75p-13.75 |

(2) The workmen shall be fixed into the new scales in accordance with the following principles :—

(i) If any employee is getting less than the minimum of the new grade in which he is to be fixed, he shall be fixed at the minimum of the new grade and granted weightage increment in the new grade as mentioned below :

(ii) if any employee is getting more than the minimum of the grade in which he is to bé fixed, he shall be fixed in the new scale at the stage next above the wages he is drawing and granted weightage increments as below.

(3) If any employee is already drawing more than the scale of pay he is to be fitted into, he shall still be fitted into the new scale of pay, but without prejudice to the advantage he would have been entitled to otherwise. In other words, such an employee will be allowed to draw the excess of pay he would have drawn had he continued in the old scale of pay, in the form of personal allowance. Such a workman also will be entitled to weightage increment as below.

(4) The workers shall be given the following weightage increment on the basis of service.

(*a*) Those who have stagnated in their existing grade for 2 years—one increment in the new grade.

(*b*) Those who have stagnated for more than 2 years and less than 4 years—2 increments in the new grade.

(*c*) Those who have stagnated for more than 4 years-3 increments in the new grade.

(5) The Management shall fix up employees in the new scales designating each employee in accordance with his trade and skill, in consultation with the Union.

(6) The fixation in the new scales shall be made with effect from the date of the notice of demand.

II. If not to what relief are the workmen entitled to ?

[No. LMA 567 LLD 66.]

By Order and in the name of the Governor of Mysore,

1891 G. G. PUROHIT, *Under Secy.*